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ABSTRACT

Committee W on the Status of Women in the Academic Profession of the New Jersey state conference of the American Association of University Professors, distributed a questionnaire to fifty public and private, four-year and two-year college and university presidents in New Jersey. The questionnaire was designed to gather information about the participation of women in higher education, including distribution among faculty ranks and administrative positions, participation on committees, and policies and practices specifically affecting these women (anti-nepotism and maternity leave policies, part-time employment, and child care centers). The stated purpose of the study was to ascertain problem areas so that New Jersey institutions could voluntarily address themselves to those inequities. Conclusions include: (1) Women are disproportionately concentrated at the lower ranks. (2) At all ranks women are particularly underutilized at the four-year institutions. (3) Women are underutilized at upper administrative levels throughout the state. Part-time faculty should have equivalency of rank, salary, responsibility and access to tenure as full-time faculty. (5) Each college should evaluate its own committees to determine whether or not women are represented on committees in proportion to their responsibilities on the faculty. (6) Policies concerning nepotism and maternity leave should be written statements and not unwritten practices subjectively interpreted. Appendices include related tables. (Author/PG)

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NEW JERSEY

THE STATUS OF WOMEN IN HIGHER EDUCATION

A SURVEY BY COMMITTEE W OF THE

NEW JERSEY STATE CONFERENCE OF THE

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

April 1972

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INTRODUCTION

Committee W, On the Status of Women in the Academic Profession, of the New Jersey State Conference of the American Association of University Professors, distributed a five page questionnaire on November 13, 1971, to fifty four-year and two-year, private and public, college and university presidents in New Jersey. The questionnaire was designed to gather information concerning the participation of women in higher education -- including distribution among faculty ranks, administrative positions, and participation on committees -- and the policies and practices specifically affecting those women -- including anti-nepotism and maternity leave policies, part-time employment, and child care centers. The stated purpose of the survey was to ascertain "problem areas" so that New Jersey institutions of higher education could voluntarily address themselves to those inequities.

Of fifty requests, twenty-seven institutions responded by completing the questionnaires. Although this represents 54% of the institutions solicited, it represents, also, 87% of the student enrollment in four-year private and public institutions of higher education alone throughout the state. Responses were received from 82% of the four-year State and State-Affiliated Colleges and Universities, 59% of the Independent four-year Colleges and Universities (including almost all of the larger enrollment institutions), 27% of the two-year public and Community Colleges, 60% of the two-year Independent Colleges, and 50% of the Theological Colleges.

We would like to thank those institutions which contributed affirmatively to our survey and to those who did not (respondents and non-respondents are noted in Appendix I) we urge you to reconsider the ambiguity of hollow statements such as the following, which suggests that "unique" circumstances are justification for inaction and non-commitment: "Our commitment to equal status for women is total, but we currently have no women on the faculty."

FORM A: SURVEY OF WOMEN PROFESSIONALS IN THE N.J. COLLEGES AND UNIVERSITIES

Summary Statements*:

1. The percentage of women on the faculties of the colleges and universities in New Jersey for 1970-71 and 1971-72 are generally below the nationwide figures for 1955.

2. In all types of institutions, female representation in New Jersey for 1971 is below the 1955 national figures with the notable exception of two-year colleges.

3. Female faculty are disproportionaltely concentrated at the lower ranks; moreover, the comparative figures of 1970-71 and 1971-72 do not indicate an improvement.

4. Notably in the three largest institutions, which account for 47.9% of all full-time faculty in New Jersey, the percentage of women in the upper ranks (9.7%) is significantly lower than the state average (14.1%).

5-6. Data on the representation of women as part-time faculty and in administration follow the same patterns.

7. Women on Boards of Trustees are even less in evidence than on faculties and administrations.

Analysis:

1. Overall Picture of Employment of Women on Faculties in New Jersey, 1970-71 and 1971-72**:

The data collected indicate that overall, in all colleges and universities in the state of New Jersey (public and private, four-year and two-year), there has been some improvement in the number and percent of women, in comparison with men, holding full-time faculty appointments: the charts actually show an increase from 19.9% of all full-time faculty members (reported) being women in 1970-71 to 22.5% in 1971-72, an apparent gain of 2.6% in the employment of women. However, two reservations must be made about these figures: a) the single largest faculty in the state (Rutgers) -- with 2136 of

* Summary statement numbers are keyed to the Analysis
** Consult Appendix I

the total of 6808 full-time faculty accounted for in the survey (or over 30% of all full-time faculty) -- is represented only in the 1971-72 figures and not at all for 1970-71. Because of this and because a few of the other institutions responding reported only for 1971-72 and not for 1970-71 and because the overall percentage of the full-time faculty in the Rutgers system who are women is 21.5%, which is closer to the 22.5% prevailing throughout the state than to the 19.9% for the state in the previous year, the 1971-72 totals are more solidly based and representative, and the 1970-71 calculations are less complete and sound, with the result that the indicated 2.6% rise in the employment of women may be inflated.
b) More important, in all colleges and universities throughout the entire United States, in the last year for which reliable data are available (1955) the percentage of women among all faculty was 23 .0% One may observe that institutions in New Jersey have hardly even reached, much less surpassed, by 1971-72, the percentage of women in academic employment that prevailed nationally as far back as 1955. (Even if the figures for part-time employment of women and men faculty are included in the New Jersey totals, the percentage of women faculty is only 22.1% for 1970-71 and 23.9% for 1971-72.)

2. Break-down of Percentages of Women Faculty in New Jersey by Type of Institution and Nationwide Comparison:

In sum, referring to the chart below, the percentages of women on the faculties of the colleges and universities in New Jersey for 1970-71 and 1971-72 are generally below the nationwide figures for 1955. The notable exception occurs on the junior college level (community and private two-year colleges). However, the percentage of women even in such institutions in New Jersey has somewhat declined, from 37.9% in 1970-71 to 37.2% in 1971-72 in the direction of the national figures for 1955 (32.0%).

	New Jersey 1970-71*		New Jersey 1971-72*		Nationwide 1955**
% of WOMEN AMONG FULL-TIME	FACULTY	ALL FACULTY	FULL-TIME FACULTY	ALL FACULTY	
All Institutions	19.9	22.1	22.5	23.9	23.0
Teachers/State Colleges	30.5	30.1	31.2	31.1	42.7
Liberal Arts Colleges	21.8	19.7	22.1	1819	34.7
Junior Colleges	37.9	36.9	37.2	34.2	32.0
Universities	14.1	14.6	18.8	18.8	17.4
Theological Schools	8.3	9.8	8.3	9.8	18.5
Professional Schools	6.8	7.3	----	----	15.8

* Source of N.J. data: administration responses to N.J. State Conference AAUP Committee W Questionnaire, Form A. See Appendix I

** Latest year for which data available. Source: U.S. Office of Education, Biennial Survey, 1954-55.

3. Comparison of Women and Men by (Full-time) Faculty Rank in New Jersey:

Only 14.4% of the faculty in the upper ranks (professor and associate professor) in all the institutions in New Jersey reporting for 1970-71 were women (only 11.7% of full professors alone were women), whereas 23.8% of the faculty in the lower ranks (assistant professor and instructor) were women (and more women were in the lowest rank of all, that of instructor, with 32.5% of instructors being women) -- while the total number of women faculty at those institutions constituted 19.9% of the faculty as a whole. In 1971-72, the percentage of women in the upper ranks even decreased somewhat from that (from 14.4% to 14.1%, the number of full professors who are women declining even more markedly, by 1 full percentage point, from 11.7% to 10.7%); women in the lower ranks, at the same time, increased substantially (from 23.8% in 1970-71 to 29.6% in 1971-72), accounting for the general increase in the overall percentage of faculty who are women, from 19.9% in 1970-71 to 22.5% in 1971-72. Excluding Rutgers (for which data was not reported in 1970-71) the adjusted statistics for 1971-72 yields a figure of 22.9% female participation. The major rise in the percentage of women among the faculty occurred in the lowest rank of instructor, where the female population grew by a full 10%: 32.3% of instructors in 1970-71 were women, while 42.3% are in 1971-72. Though more women were employed as faculty in 1971-72 over 1970-71, by failure to hire or promote women, especially to and within the upper ranks, and/or by attrition and/or for some other reasons, the membership of women in the upper ranks, underwent no general increase but even some decline. Furthermore, these changes, it might be noted, were experienced more markedly and adversely in public as against private institutions in New Jersey.

New Jersey figures, as shown in the table below, demonstrate the unfavorable distribution by rank of women in the academic profession.

	N.J. 1970-71*	N.J. 1971-72*
Professor	11.7%	10.7%
Associate Professor	16.9	17.8
Upper Ranks Combined	14.4	14.1
Assistant Professor	19.4	22.8
All Professorial Ranks	16.7	17.8
Instructor	32.3	42.3
Lower Ranks Combined	23.8	29.6
All Ranks Combined	19.9	22.5

* Source of New Jersey data: Administration responses to N.J. State Conference AAUP Committee W Questionnaire, Form A. See Appendix A.

4. The Proportion of Women Faculty at the Largest Colleges and Universities in New Jersey:

Women are represented as follows on the faculties of the 7 largest colleges and universities in New Jersey, which together account for 68.3% of all the full time faculty (reported), 63.9 % of all faculty, full-time

and part-time, 91.0% of all professors and associate professors, and 61.9% of all assistant professors and instructors, in the state:

1971-72	Upper Ranks		Lower Ranks		All Ranks			
					FULL-TIME		FULL/PART-TIME	
	% Women	Men/ Women	% Women	Men/ Women	% Women	Men/ Women	% Women	Men/ Women
RutgersU.	11.8	1116	32.1	942	21.5	2136	21.5	2136
Princeton U.	1.1	358	9.0	222	5.7	616	77.4	651
Fairleigh Dickinson U	12.3	235	30.3	251	22.1	512	22.2	550
Top 3 Totals	9.7	1709	28.2	1415	18.6	3264	18.8	3337
Trenton St.	18.5	157	32.4	244	26.9	401	26.0	430
Newark St.	29.8	178	41.0	178	35.4	356	34.4	692
Seton Hall U.	14.8	155	26.5	166	20.9	321	18.6	544
Jersey City St.	25.2	135	39.7	174	33.3	309	31.2	462
Top 7 Totals	10.7	2889	30.4	2177	21.7	4651	22.4	5465
All N.J.	14.1	3132	29.6	3516	22.5	6808	23.9	8559

Although the percentage of the total number of women on the faculties of these 7 institutions (21.7% full-time; 22.4% full-time and part-time) is only slightly under the overall percentages of women faculty at all institutions throughout the state (22.5% full-time; 23.9% full-time and part-time), these institutions have a significantly lower percentage of women in the upper ranks (10.7%) as against the average for the entire state (14.1%). Furthermore, in the 3 largest institutions of all in the state (Rutgers, Princeton, Fairleigh Dickinson), which themselves account for almost half (47.9%) of all full-time faculty reported for the state, only 18.6% of their faculties are women, only 9.7% of their professors and associate professors are women, and only 28.2% of their assistant professors and instructors are women.

5. Women as Part-Time Faculty:*

There is no significant difference, in the data submitted, in the way women fare as part-time faculty as over against full-time faculty: in 1970-71, 23.4% of part-time faculty throughout the state were women in comparison to constituting 22.2% of the full-time faculty; in 1971-72, 23.8% of the part-time faculty are women as are 24.0% of the full-time faculty.

6. Women in the Administration:**

Compared to holding faculty appointments, women fare only slightly better in the percentages of administrative positions overall which they hold, according to the information submitted: in 1970-71, 26.1% of all the administrative

* Consult Appendix II. ** Consult Appendix III.

positions accounted for in New Jersey were held by women (as against 22.1% of faculty appointments); in 1971-72, 26.5% of administrators were reported to be women (as against 23.9% of faculty). Of more importance, however, are the figures for specific administrative offices: not surprisingly, institutions reported librarians as the category with the highest percentage of women (68.4% in 1970-71; 66.7% in 1971-72), and no other single category came anywhere close or even reached 50%, the closest being that of counsellors (44.4% in both years). More significant still are the data for high administrative posts: 4 private predominantly women's colleges (the four-year Saint Elizabeth's and the two-year Assumption College for Sisters, Englewood Cliffs, and Tombrock) duly recorded their 4 female presidents, but none of the other 23 or 25 colleges and universities in the state -- all of them co-educational -- reported having a woman president (and even at that the percentages of women presidents in the state come to only 17.4% for 1970-71 and 16.0% for 1971-72 -- a 1970 American Association of University Women report found that 11% of the institutions in its nationwide sampling had women presidents during 1967-70. None of the 30 or so vice-presidents noted are women (the AAUW reports 4% nationwide in 1967-70). Two assistants to presidents in New Jersey (15.4% in 1970-71 and 13.3% in 1971-72) are women, as are 4 academic deans (9.3% in 1970-71; 8.0% in 1971-72; AAUW reports 18% nationally in 1967-70); 6 deans of students in 1970-71 (25.0%) and 5 (21.7%) in 1971-72 (AAUW reports 23% nationally in 1967-70); and 10 "other deans" in 1970-71 (20.4%) and 13 (23.2%) in 1971-72 (AAUW reports 17% nationally 1967-70). In addition, 15.5% of 342 department chairmen accounted for were women in 1970-71 and 16.0% of the 405 in1971-72 (compared to 2.6% nationally). In all this, the administrative holdings of women are somewhat down generally in New Jersey in comparison with the nation, and the situation is otherwise comparable to that among faculty: the higher the position, the fewer, absolutely and proportionately, are the women who fill it, and the changes between the two years has been small.

7. Women on Boards of Trustees:*

Although only 4 institutions in the state (half of them public, half private) reported no women on their board of trustees (19.0% in 1970-71; 21.0% in 1971-72; AAUW reports 21% nationally), no institution reported having no male trustees, and the overall percentage of women making up governings boards was lower than either faculty or administrative percentages: 15.6% of the 289 board members noted for 1970-71 and 15.4% for 1971-72.

* Consult Appendix III

FORM B: MATERNITY LEAVE

Summary Statements:

Only a minority of New Jersey colleges have a standard maternity leave policy at this time. None offer the option of a fully paid leave up to nine weeks specifically for childbirth (as recommended by New Jersey AAUP), although several allow a paid maternity leave as part of regular sick leave. Several public New Jersey institutions which have defintte maternity leave policies restrict such leaves to tenured women faculty members only.

Analysis:

The only specific maternity leave plan submitted was that of Princeton University, which has the flexibility of offering several unique options and protections:

a) short term maternity leave is handled at Princeton as part of regular sick leave policy, with full pay. This sick leave could extend up to six months if illness or complications developed following childbirth.
b) If requested, maternity leave can consist of relief from some or all teaching duties for either one or two terms, with a corresponding reduction or cessation of salary, but full benefit coverage.
c) Princeton, like several other institutions, has an "up or put" policy, with six years the maximum length of time that can be spent at the assistant professor rank. "If an Assistant Professor becomes pregnant, the six-year limit that a person may spend in the rank of Assistant Professor may, at her request, be extended for one year for each pregnancy, not to exceed a total of two years. Such extension may occur irrespective of whether she has taken any maternity leave, or gone on part-time service, or not."

The distribution of answers to the maternity leave question are summarized below. They should not be considered as precise or completely accurate descriptions of current procedures, however, given the fact that many colleges have no set policy, but have described what they "usually" or "probably" would do.

Do you have any uniform procedures for the granting of maternity leave to faculty members? If yes, please describe. If no, who makes the decision in each case?

Yes	13	No answer	1
No	12	Not Applicable	1

Who makes the decision?

President	4
Board	2
Pres. & Board	3
Academic Dean	2
Other Comb.	4
No answer	10

What types of options are available?

Leave Without Pay only	9
Sick leave Only	4
Both Above	7
No Answer	5

Is there a fixed length of time?

No	17
Yes	4
No Answer	3

Is a pregnant women required to take leave of any type?

Yes (must leave on Feb 1 or Sept 1 following conception; when condition necessitates; midpoint of pregnancy)	3
No	19
No Answer	5

Is maternity leave availbble to non-tenured faculty members?

Yes	17
No	3
No answer or No policy	9

May a male faculty member take leave of any type at the time of the birth of a child?

Yes (a day or two for personal absence; sick leave)	5
No	3
Possibly (emergency leave only; no policy; if there is a medical problem; no instance of a request is known)	12
No answer	6

Do you have any comments or suggestions concerning the development of uniform procedures regarding maternity leaves at institutions of higher education? Among the replies:

-- I'm in favor of published procedures and would be happy to see them worked out.
-- A special committee of the Board of Trustees has this matter under consideration at the present time.
-- It's not going to be easy, since many cases will have to be treated individually.
-- As with anything, "procedures"quite often reduce flexibility.
-- Would not recommend a fixed policy to allow for flexibility and individual consideration.

It should be noted in all but two cases reported the President or the Board of Trustees is involved in deciding whether leave for maternity shall be granted. There were no cases reported in which the decision is routinely made at the departmental level. The high level at which decisions must be made implies a time-consuming and uncertain process for the pregnant woman.

In regard to the three institutions reporting required maternity leaves, it should be noted that any type of involuntary maternity leave is now illegal under the civil rights laws in New Jersey. Recent court decisions against school boards which has rules requiring women faculty members to leave at specific points of pregnancy indicate that a successsful complaint could be filed against these schools with the New Jersey Division of Civil Rights. (The Committee has brought this to the attention of the instututions reporting such policies.)

An objection to restriction of maternity leave to tenured faculty is an unreasonable arrangement since it is during the twenties that a woman is biologically and socially best able to bear children. With the long period of study required for the Ph.D., tenure is not likely to be acquired until her thirties. To deny maternity leave to untenured women will in many cases force a cruel choice between a serious setback in career changes, or postponing childbirth until an age at which there is an increased likelihood of birth defects and other complications.

FORM C: SURVEY OF WOMEN ON COMMITTEES AT NEW JERSEY COLLEGES AND UNIVERSITIES:*

Summary Statements:

Although the overall representation of women on college committees (23.4%), as reported, is proportionately related to their representation on the faculties (22.5%), the data indicates that in some cases the women are under-represented on crucial personnel decision-making committes.

Analysis:

The percentage of women serving on college committees in New Jersey varies from 0% to 100%. Of the 44 colleges of divisions of universtites for which committee data was available, 33 reported one or more committees with no female representation; 5 reported one or more committees with 100% female representation. The latter group included one all-female faculty (Seton Hall School of Nursing), one co-ed school (Union) and one men's school (Rutgers College). Rutgers College, with less than 9% women faculty nevertheless has an all-women Cultural Affairs Committee.

The representati n of women faculty on college committees is only meaningful in relation to the percentage of women facutly in the individual collede. At Rutgers-Newark the average representation of women on committees is 22% while the School of Law in Camden it is only 6.8%. Both of these percentages are eqitable, however, for women constitute 21.8% of the Newark faculty but only 7.7% of the Camden-Law faculty. In some New Jersey colleges women are clearly underutilized

* Consult Appendix IV.

on committees, indicating that remedial steps should be taken in forming committees for the academic year 1972-73. One case in point is the Rutgers Graduate School where women are 20.9% of the faculty but only an average of 7% of committee members.

Also meaningful is the percentage of committees within each college on which women are represented. At the Fairleigh Dickinson campuses in Rutherford and Teaneck and at Rider College, women are represented on only half of the faculty committees.

It is also necessary to take into consideration the kinds of committees on which women are represented. While only faculty members from a particular college can judge the relative importance of the various faculty committees, in general one may assume that a committee on tenure and promotion is of greatest importance in improving the status of women than is the library or bookstore committee. In several of the colleges studied, women are represnted to a greater extent on the latter kind committee than on the former. At Bergen Community College, women constitute 70% of the Correct Language Usage Committee but 0% of the F.S. Promotion Committee. At Bloomfield College they are 50% of the Student Affairs Committee but only 11% of the Tenure and Faculty Advancement Committee. At Union College they are 100% of the Scholarship & Financial Aid Committee but only 17% of the Faculty Personnel Committee. At Seton Hall there are no women on the University Rank and Tenure Committee. In the Seton Hall School of Education, women constutute 40% of the Library Committee but only 11.1% of the Rank and Tenure Committee. At Monmouth College, women are 50% of the Academic Advising, Scheduling & Registration Committee but 14.3% of the Tenure and Promotion Committee. At University College of Rutgers there are no women on the Appointments & Promotions Committee although women make up 26.4% of the faculty. At Livingston College women do constitute 33% of the Appointments and Promotions Committee, but they also make up 71.4% of the Library and Bookstore Committee.

FORM D: RELATIONSHIPS OF PART-TIME APPOINTMENTS TO FULL-TIME APPOINTMENTS

Summary Statements:

Part-time faculty do not enjoy salary or promotion comparable to full-time faculty and except for two cases are not elegible for tenure.

Colleges insist that the same qualifications are required of part-time faculty as full-time faculty.

The responsibilities of part-time faculty are strictly to meet classes.

Analysis:

1. Are part-time faculty considered a segment of regular faculty.

A question of terminology and a variety of terms confuses the responses in respect to part-time faculty (hereafter referred to as PTF) as opposed to the

term full-time faculty (FTF). Paterson noted that PTF and co-adjutant differed as the latter are paid by credit hour and not rank. Other terms used are adjunct-lecturer (Gloucester); lecturer (Monmouth); adjunct-instructor (Middlesex); adjuct rank (Seton Hall); and NCE notes faculty titles but the majority of its PFT are adjunct instructors.

Fairleigh Dickinson defines PTF as contract employees with neither voting membership in the faculty nor any faculty fringe benefits. They have no special rank. Half of the respondents maintain that PTF are considered a segment of the regular faculty. The other half has special ranks for PTF and note a variety of reasons: not covered by contract; only given assignments (Seton Hall); faculty definition limited to FTF (NCE); lack academic rank (JCSC). Bloomfield permits PTF to request the right to vote and be considered a part of the FTF. Upsala found the question unclear which may confirm the confusion in terminology as this campus has a high percentage of adjunct lecturers. (See Appendix II.)

2. Are the same academic qualifications required of part-time faculty?

The inordinate number of affirmative responses to this question is puzzling. Three give a negative response and four qualify their answers with terms such as "essentially" (Gloucester); "make every effort"(Seton Hall); "teaching qualifications the same but degree and experience, no" (Upsala); "to teach courses, yes" (JCSC). The clue comes from Paterson which distinguishes between PTF and adjunct ranks. Thus since PTF's do not have ranks, or are below rank, they would then pres to have below rank qualifications.

3. Are proportionate departmental and college services (e.g. committees) required of part-time faculty including department meetings?

Two-thirds of the respondents answer in the negative. Montclair answers in the affirmative but says it is the decision of the chairman. Bloomfiled noted that it is optional and NJCMD says it depends on the department. Five give unqualified affirmative responses. Paterson's "yes" precludes adjuncts and includes PTF's. Saint Peter's questions the meaning of proportionate.

4. Is the expectancy of community service equivalent for part-time faculty?

Again the replies are two-thirds negative. Among the negative clarifications that of Bloomfield is representative: "PTF means just that, therefore a full range of professional obligations are not required". St. Elizabeth notes that PTF are expected only to teach the courses contracted for. Saint Peter's questions the meaning of "community service"; NJCMD noted that it depends on the department.

5. Are part-time faculty a special category without rank?

The negative response in over half of the institutions and the apparent contradiction to the tables on PTF is confusing until it becomes clear that

the respondents are really stating that PTF are a category with special rank. These special ranks have already been noted under #1. The affirmative answers state that PTF have special ranks.

6. Rank of part-time faculty

(See Appendix II.)

7. How many courses are taught by part-time faculty in those catagories?

In the graduate class category, Princeton Theological has 100%, Seton Hall 19.2%, Monmouth 10.1% and JCSC 0.7%. Only five of the resonses give complete statistics on undergraduate courses. Of these five Saint Elizabeth's notes the 22% of the upper level courses are taught by PTF's and 25% of the lower level courses. Others note that there is no comparable division of that the figures are not available.

8. Do part-time faculty receive pay proportionate to comparable full-time faculty?

Two-thirds of the responses are negative, although Rutgers University answers in the affirmative. The reasons given are that they are not covered by contract, are paid by contract hours or semester hours, and Upsala states that such is the case because the services required of the PTF are less. NJCMD noted that most of its PTF are unsalaried. Saint Peter's questions the terms "proportionate"and"comparable".

9. Is promotion for part-time faculty available on the same conditions as for full-time faculty?

Again two-thirds respond in the negative, due to the special unranked category for PTF. Bergen Community states that FTF are promoted by rank and PTF by salary. Of the affirmative, Princeton is changing to a new policy, and Princeton Theological uses the term Visiting Professor. Montclair and Englewood Cliffs do not explain their affirmative responses.

10. Is tenure available to part-time faculty on the same basis as for full-time available.

In only two cases is the response affirmative: Montclair and Princeton. By and large PTF are not eligible for tenure, service is not counted toward tenure, PTF are not defined as faculty, and the contracts do not cover PTF.

GENERAL QUESTIONNAIRE

1. Does your institution provide facilities for self-supporting day care centers? Please attach a description of that facility. If "NO", is your institution presently planning to develop such facilities in the near future? At what stage are the plans?

Four (14.8%) of the respondents have operative nurseries or day care centers: Rutgers University, Newark State College, Princeton University and the Institute for Advanced Study at Princeton. The last two institutions have a minimal or non-existent number of female faculty (See Appendix I) suggesting that there is little correlation between the need for day care facilities and the percentage of female faculty. Princeton University and Rutgers University attached brief descriptions of their facilities. Rutgers University is currently investigating developing child care facilties on a broader scale.

Four (14.8%) of the respondents are planning or considering a day care facility.

Nineteen (70.4%) have no plans.

2. Does your institution exclude from consideration for a faculty position persons who have received a degree from your institution? Please attach or transcribe the policy or practice statement.

Although no respondents included a statement of definite policy, all asserted that there are no restrictions on considering for a faculty position persons who have received a degree from their institution. One respondent -- NCE -- clarified by saying that in practice usually such a person was hired after having been employed elsewhere.

3. Does your institution have a policy or practice of not employing more than one member of a family on the faculty at the same time? Please attach or transcribe here the policy or practice.

Twenty-four (88.9%) of the respondents asserted that a practice of anti-nepotism is non-existent. Two clarified their position: Montclair State College said that the fact was carefully weighed and Upsala College said "The practice is not employ to two members of the same family only if they are in the same teaching field" due to small departments and a system of "rotating chairmanships". However, 23 of these respondents failed to attach a specific policy statement.

Three (11.1%) of the respondents confirmed the existence of an anti-nepotism policy. Union College gave the following except from the Administrative handbook:

> "Member of an employee's immediate family or persons living in the same household as the employee may not be employed by the College except in an emergency. No two members of the same immediate family may work at the College at the same time or during the same period. For purposes of this regulation members of the immediate family are defined as wife, husband, son, daughter, brother or sister."

Monmouth College did not attach a policy statement. Rutgers University prohibits employment of spouses in the same department. Exceptions may be granted. The policy is under review now to be changed.

4. (Answer only if you have a doctoral program at your institution.) Do you presently offer pre and/or post-doctoral fellowships to specifically encourage women to re-enter their professions after a period of separation from the academic community? Please attach or transcribe here the policy or practice.

Of the respondents who have doctoral programs, NOT ONE offers such a fellowship.

CONCLUSIONS

1. Women are disproportionately concentrated at the lower ranks, a situation which should be remedied by hiring women at senior ranks and by increasing the opportunity for promotion from within.

2. At all ranks women are particularly underutilized at the four-year universities.

3. Similarly, women are underutilized at the upper administrative levels throughout the state; therefore efforts are indicated to actively recruit qualified women for such positions.

4. The ideal maternity leave policy would be very flexible, offering the female faculty member several options, such as a short paid maternity leave, or a reduction in load (and compensation) for a semester, or a year, or a leave without pay for a semester or a year. The Princeton University plan is a good example.

5. Part-time faculty are required to have the same qualifications as full-time faculty. They should have equivalency of rank, salary, responsibility and access to tenure.

6. Each college in the state should evaluate its own committees to determine whether or not women are represented on committees in proportion to their responsibilities faculty. Then it must also be determined how the women are distributed among the various college committees; if they are not represnted to the same extent on crucial personnel committees as they are on other committees, steps should be taken to insure an equitable representation on indivisual committees as well as on committees collectively.

7. Policies -- such as those concerning nepotism and maternity leave -- should be written statements and not unwritten practices which may be subjectively interpreted.

APPENDIX I

I. FULL-TIME WOMEN FACULTY IN NEW JERSEY COLLEGES AND UNIVERSITIES

General Summary

COMBINED PUBLIC AND PRIVATE COLLEGES AND UNIVERSITIES

		Depart. Chairmen		Full Professor		Associate Professor		Upper Ranks		Assistant Professor		Instructor		Lower Ranks		Lecturer		TOTAL FULL-TIME	
		%	No.*	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
All N.J. 4 Yr.	70-1	14.1	298	11.3	864	16.5	880	13.9	1744	17.6	1428	31.2	701	22.1	2129	29.2	65	12.5	2255
	71-2	21.3	349	10.5	1581	17.4	1460	13.8	3041	21.7	2124	42.2	979	28.2	3103	29.7	67	12.8	2269
All U.S. 4 Yr.	1970	2.6	1217																
All N.J. 2 Yr.	70-1	25.0	44	35.7	14	26.3	38	28.8	52	40.8	120	40.4	94	40.7	214	28.6	4	37.9	280
	71-2	21.4	56	26.3	19	25.0	72	25.3	91	36.3	179	42.7	234	40.0	413	33.3	5	37.2	519
Total All N.J.	70-1	15.5	342	11.7	878	16.9	918	14.4	1796	19.4	1548	32.3	795	23.8	2343	29.1	79	19.9	4218
	71-2	16.0	405	10.7	1600	17.8	1532	14.1	3132	22.8	2303	42.3	1213	29.6	3516	30.0	160	22.5 (1)	6808
Total All U.S.	65-66			8.7	36022	15.1	34040	11.8	70062	19.3									

NOTES:

* - Throughout this Appendix, the "No." given is the total number of members, male and female, in the category. The % indicates the percentage of that number which is its female segment.

(1)- 1971-72 adjusted data to exclude Rutgers yields 22.9% female out of 4672 total full-time faculty

APPENDIX I continued. Full-Time Women Faculty in New Jersey Colleges and Universities

General Summary Continued

PUBLIC COLLEGES AND UNIVERSITIES

		Depart. Chairmen		Full Professor		Associate Professor		Upper Ranks		Assistant Professor		Instructor		Lower Ranks		Lecturer		Total Full-Time	
		%	No.*	%	No.	%	No.			%	No.	%	No.	%	No.	%	No.	%	No.
State Affiliated	70-1	00.0	20	3.4	29	5.8	52	4.9	81	7.7	117	17.5	67	7.6	184	--	---	6.8	265
	71-2			8.1	608	16.3	508	11.8	1116	24.9	638	47.0	304	32.1	942	32.1	78	21.5	2136
State Colleges	70-1	15.7	70	23.8	127	25.6	309	24.7	578	33.4	506	36.2	334	34.5	840	--	----	30.5	1418
	71-2	18.1	127	22.5	382	23.5	421	23.0	803	32.7	697	45.3	384	37.2	1081	--	----	31.2	1884
All 4Yr. N.J. Pub.	70-1	12.2	90	21.8	298	22.7	361	22.3	659	28.6	623	31.4	401	30.0	1024	--	----	26.8	1683
	71-2	18.1	127	13.6	990	20.0	929	16.5	1919	29.0	1335	56.3	688	34.8	2023	32.1	78	26.0	4020
Two Yr. Community	70-1	22.5	40	30.0	10	27.0	37	27.7	47	38.2	110	35.1	74	37.0	184	33.3	12	35.0	243
	71-2	19.6	51	20.0	15	25.4	71	24.4	86	33.1	163	40.6	207	37.3	370	33.3	15	34.8	471
TOTAL N.J. Public	70-1	15.4	130	22.1	308	23.1	398	22.7	706	30.0	733	32.0	415	30.8	1208	33.3	12	27.8	1926
	1-2	18.5	178	13.7	1005	20.0	1000	16.9	2005	29.4	1498	44.8	895	35.2	2393	32.3	93	26.9	4491

INDEPENDENT COLLEGES AND UNIVERSITIES

4 Yr. N.J. Private	70-1	14.9	208	6.0	547	12.3	513	9.3	1060	21.6	797	30.6	297	24.0	1094	29.2	65	17.0	2219
	71-2	13.5	222	5.4	572	13.7	525	9.3	1097	22.0	781	33.0	288	25.0	1069	26.9	67	17.4	2233
Theological Colleges	70-1	---	---	0.0	19	0.0	6	0.0	25	12.5	8	66.7	3	27.3	11	---	---	8.3	36
	71-2	---	---	0.0	19	0.0	6	0.0	25	25.0	8	33.3	3	27.3	11	---	----	8.3	36
4 Yr. & Theological	70-1	14.9	298	5.8	566	12.1	519	8.3	1085	21.5	805	31.0	300	15.0	1105	29.2	65	12.5	2255
	71-2	13.5	222	5.2	591	13.6	531	9.2	1122	22.1	789	33.0	291	15.7	1080	26.9	67	12.8	2269
2 Yr. Private	70-1	50.0	4	50.0	4	0.0	1	20.0	5	70.0	10	60.0	20	63.3	30	0.0	2	56.8	37
	71-2	40.0	5	50.0	4	0.0	1	20.0	5	68.8	16	59.3	27	62.8	43	--	--	60.4	48
TOTAL N.J. PRIVATE	70-1	15.6	212	6.1	570	12.1	520	9.0	1090	9.8	815	32.8	320	14.3	1135	28.4	67	13.2	2292
	71-2	14.1	227	5.5	595	13.5	532	9.3	1127	10.6	805	35.2	318	17.5	1123	26.9	67	13.8	2317

APPENDIX I continued. Full-Time Women Faculty

a) Public 4-Year State Affiliated Colleges and Universities & State Colleges. Note: All licensed colleges and universities listed by the N.J. Dep't of Higher Education as of October, 1971 which were sent the Committee W questionnaire are included. Note also that Rutgers did not include the School of Nursing statistics.

STATE AFFILIATED COLLEGES AND UNIVERSITIES

Name	Year	Depart. Chairmen %	Depart. Chairmen No.	Full Professor %	Full Professor No.	Associate Professor %	Associate Professor No.	UPPER Ranks %	UPPER Ranks No.	Assistant Professor %	Assistant Professor No.	Instructor %	Instructor No.	LOWER Ranks %	LOWER Ranks No.	Lecturer %	Lecturer No.	TOTAL FULL-TIME %	TOTAL FULL-TIME NO.
Rutgers-New Bruns.	70-1	Not Avail		Not Avail		Not Avail		Not Avail		Not Avail		Not Avail		Not Avail		Not Avail		Not Avail	
	71-2	Not Avail		8.3	528	17.1	433	12.3	961	26.5	501	52.2	203	33.9	704	28.8	59	21.7	1724
Rutgers-Newark	70-1	Not Available																	
	71-2	Not Avail		6.8	59	14.3	49	10.2	108	16.4	73	39.1	69	27.5	142	50.0	16	21.8	266
Rutgers-Camden	70-1	Not Available																	
	71-2	Not Avail		4.8	21	7.7	26	6.4	47	21.9	64	31.3	32	25.0	96	0.0	3	23.3	116
RUTGERS TOTALS	70-1	No Data Submitted																	
	71-2	No Data		8.1	608	16.3	508	11.8	1116	24.9	638	47.0	304	32.1	942	32.1	78	21.5	2136
New'k Coll. of Engin.	70-1	No Data Submitted																	
	71-2	No Data Submitted																	
						No Data Submitted				No Data Submitted				No Data Submitted					
						No Data Submitted				No Data Submitted				No Data Submitted					
NJ Coll. of Med&Dent.	70-1	0.0	20	3.4	29	5.8	52	4.9	81	7.7	117	7.5	67	7.6	184	--	----	6.8	265
	71-2	Not Available				Not Available				Not Available				Not Available					

STATE COLLEGES

Glassboro State	70-1	No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
	71-2	No Data Submitted				No Data Subitted				No Data Submitted				No Data Submitted					
Jersey City State	70-1	0.0	23	23.8	63	30.0	70	27.1	133	35.2	105	40.6	69	37.4	174	---	--	32.9	307
	71-2	0.0	23	23.4	64	26.8	71	25.2	135	36.2	105	44.9	69	39.7	174	---	--	33.3	309
Montclair State	70-1	23.1	26	21.9	79	30.3	99	29.8	135	31.7	145	51.2	84	38.9	229			32.7	364
	71-2	22.2	27	20.3	74	24.4	82	22.4	156	29.0	169	47.6	84	35.2	253			30.3	409
Newark State	70-1	23.8	21	26.6	79	30.7	88	28.7	167	37.1	124	21.8	110	29.9	234			29.4	401
	71-2	23.8	21	29.1	79	30.3	99	29.8	178	35.6	101	48.1	77	41.0	178			35.4	356
Paterson State	70-1	Not Available				Not Available				Not Available				Not Available					
	71-2	22.7	22	22.1	77	21.5	79	21.8	156	40.0	125	51.5	68	44.0	193			34.1	349
Ramapo		No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Stockton	71-2	8.8	5	0.0	11	0.0	10	0.0	21	18.2	33	16.7	6	17.9	38			11.7	60
Trenton State	70-1	No data		22.2	63	18.8	80	20.3	143	30.3	132	36.6	71	32.5	203			27.5	346
	71-2	24.1	29	20.8	77	16.3	80	18.5	157	29.9	164	37.5	80	32.4	244			26.9	401
State Coll Totals	70-1	15.7	70	23.8	269	25.6	309	24.7	578	33.4	506	36.2	334	34.5	840			30.5	1418
	71-2	18.1	127	22.5	382	23.5	421	23.0	803	32.7	697	45.3	384	37.2	1081			31.2	1884
TOTAL 4YR N.J. Public	70-1	12.2	90	21.8	298	22.7	361	22.3	659	28.6	623	31.4	401	30.0	1024			26.8	1683
	71-2	18.1	127	13.6	990	20.0	929	16.5	1919	29.0	1335	56.3	688	34.8	2023	32.1	78	26.0	4020

APPENDIX I continued. Full-time Women Faculty

b) Independent/Private 4 Yr. Colleges, Universities and Theological Colleges

PRIVATE 4 YR. COLLEGES AND UNIVERSITIES

Name	Year	Depart. Chairmen %	Depart. Chairmen No.	Full Professor %	Full Professor No.	Associate Professor %	Associate Professor No.	Upper Ranks %	Upper Ranks No.	Assistant Professor %	Assistant Professor No.	Instructor %	Instructor No.	Lower Ranks %	Lower Ranks No.	Lecturer %	Lecturer NO.	Total Full-Time %	Total Full-Time No.
Bloomf'd	70-1	9.5	21	6.0	16	26.7	15	12.9	31	31.8	22	25.7	14	33.3	36			23.9	67
College	71-2	9.5	21	0.0	17	28.6	14	12.9	31	34.6	26	50.0	10	38.9	36			26.9	67
Caldwell	No Data Submitted					No Data Submitted				No Data Submitted				No Data Submitted					
Coll. of	70-1	88.2	17	83.3	12	88.9	9	85.7	21	80.0	25	90.9	11	83.3	36			84.2	57
St. Eliz.	70-2	94.1	17	90.9	11	90.9	11	90.9	22	31.8	22	100.0	8	96.7	30			88.5	52
Don Bosco	No Data Submitted					No Data Submitted				No Data Submitted				No data Submitted					
Drew Univ.	No Data Submitted					No Data Submitted				No Data Submitted				No Data Submitted					
Fair. Dick.	70-1	13.6	44	13.8	80	12.7	134	14.0	214	27.7	184	36.1	72	30.1	256	45.5	22	23.4	492
University	71-2	8.3	48	9.3	86	14.1	149	12.3	235	28.3	191	36.7	60	30.3	251	30.8	26	22.1	512
Felician	NO Data Submitted					No Data Submitted				No Data Submitted				No Data Submitted					
Georgian Ct.	No Data Submitted					No Data Submitted				No Data Submitted				No Data Submitted					
Ins't Adv.	70-1			0.0	27			0.0	27									0.0	27
Study	71-2			0.0	27			0.0	27									0.0	27
Monmouth	70-1	0.0	4	11.1	27	10.5	57	10.7	84	26.6	79	34.2	38	29.1	117			21.4	201
College	71-2	0.0	14	10.3	29	10.0	60	10.1	89	30.8	78	30.6	36	30.7	114			21.7	203
Princeton	70-1	0.0	32	0.8	260	2.0	98	1.1	358	4.6	194	11.6	43	5.9	237	21.2	33	4.0	628
University	71-2	0.0	32	0.8	263	3.2	95	1.1	358	6.3	176	19.6	46	9.0	222	25.0	36	5.7	616
Rider	70-1	0.0	22	4.0	25	5.7	35	5.0	60	29.1	79	26.3	38	28.2	117	20.0	10	20.3	187
College	71-2	0.0	22	4.2	24	8.1	37	6.6	61	20.9	86	27.3	44	23.1	130	20.0	5	17.9	196
St. Peters	70-1	3.8	26	0.0	20	2.3	43	1.6	63	12.7	63	16.7	12	13.3	75			8.0	138
College	71-2	3.8	26	0.0	22	2.3	44	1.5	66	11.1	63	20.0	15	12.8	78			7.6	144
Seton Hall	70-1	22.2	27*	5.4	56	20.9	91	15.0	147	23.0	122	25.5	55	23.7	177			20.0	324
University	71-2	22.2	27*	5.7	70	22.4	85	14.8	155	23.0	113	34.0	53	26.5	166			20.9	321

*- includes representatives from the College of Nursing

Stevens Inst.	70-1	No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Upsala	70-1	6.7	15	12.5	24	12.9	31	12.7	55	17.2	29	42.9	14	25.6	43			18.4	93
College	71-2	6.7	15	13.0	23	16.7	30	15.1	53	19.2	26	43.8	16	28.6	42			21.1	95
Westminster Choir				No Data Submitted				No Data Submitted						No Data Submitted					
TOTAL 4 Yr.	70-1	14.9	208	6.0	547	12.3	513	9.3	1060	21.6	797	30.6	297	24.0	1094	29.2	65	17.0	2219
PRIVATE	71-2	13.5	222	5.4	572	13.7	525	9.3	1097	22.0	781	33.3	288	25.0	1060	26.9	67	17.4	2233

Theological Seminaries

New Brunswick				NO Data Submitted				No Data Submitted				No Data Submitted							
Princeton	70-1			0.0	19	0.0	6	0.0	25	12.5	8	66.7	3	27.3	11			8.3	36
Theo. Sem.	71-2			0.0	19	0.0	6	0.0	25	25.0	8	33.3	3	27.3	11			8.3	36
Tot. 4Yr.&	70-1	14.9	208	5.8	566	12.1	519	8.8	1085	21.5	805	31.0	300	15.0	1105	29.2	65	12.5	2255
Theo. Sem.	71-2	13.5	222	5.2	591	13.6	531	9.2	1122	22.1	789	33.0	291	15.7	1080	26.9	67	12.8	2269

APPENDIX I continued. Full-Time Women Faculty

c) Public 2 Year Community Colleges

Name	Year	Depart. Chairmen %	Depart. Chairmen No.	Full Professor %	Full Professor No.	Associate Professor %	Associate Professor No.	Upper Ranks %	Upper Ranks No.	Assistant Professor %	Assistant Professor No.	Instructor %	Instructor No.	Lower Ranks %	Lower Ranks No.	Lecturer %	Lecturer No.	Total Full Time %	Total Full Time No.
Atlantic Co.		No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Bergen Comm. College	70-1	33.3	9	33.3	6	10.0	10	18.8	16	42.6	47	38.0	50	40.2	97			37.2	113
	71-2	33.9	9	40.0	5	14.3	14	21.1	19	27.7	53	54.0	63	46.6	116			43.0	135
Brookdale		No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Burlington		No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Camden Co.		No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Cumberland Co.		No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Essex County		No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Gloucester Co. Coll.	70-1	16.7	6	0.0	1	0.0	2	0.0	3	40.0	15	29.1	24	29.2	39	33.3	12	31.5	54
	71-2	12.5	8	0.0	1	20.0	5	16.7	6	26.1	23	30.0	30	28.3	53	33.3	15	29.4	74
Mercer Co.		No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Middlesex County Coll	70-1	20.0	25	33.3	3	36.0	25	35.7	28	33.3	48			33.3	48			34.2	76
	71-2	20.0	25	33.3	3	32.3	31	32.4	34	34.5	55	31.8	85	32.9	140			32.8	174
Morris Co.		No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Ocean Co.		No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Passaic Co.		No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Somerset Co.		No Data Submitted				No Data Submitted				No Data Submitted				No Data Submitted					
Union College	70-1	Not Available				Not Available				Not Available				Not Available					
	71-2	11.1	9	0.0	6	23.8	21	18.5	27	28.1	32	48.3	29	37.7	61			31.8	88

d) Independent Private 2 Year Colleges

Alphonsus	No Data Submitted					No Data Submitted				No Data Submitted				No Data Submitted					
Assumption	70-1											100	3	100	3			100	3
	71-2											100	3	100	3			100	3
Centenary	No Data Submitted					No Data Submitted				No Data Submitted				No Data Submitted					
Englewood Cliffs	70-1			50.0	2			50.0	2	86.7	7	37.5	8	60.0	15	0.0	2	56.2	19
	71-2			50.0	2			50.0	2	90.0	10	48.8	16	61.5	26	0.0	2	60.7	28
Tombrock College	70-1	50.0	4	50.0	2	0.0	1	33.3	3	33.3	3	66.7	9	58.3	12			53.3	15
	71-2	50.0	4	50.0	2	0.0	1	33.3	3	33.3	6	75.0	8	57.1	14			52.9	17
Walsh Coll.	No Data Submitted					No Data Submitted				No Data Submitted				No Data Submitted					
TOTAL 2 Yr PRIVATE	70-1	50.0	4	50.0	4	0.0	1	20.0	5	70.0	10	60.0	20	63.3	30	0.0	2	56.8	37
	71-2	40.0	5	50.0	4	0.0	1	20.0	5	68.8	16	59.3	27	62.8	43			60.4	48
TOTAL 2 YR. PUBLIC	70-1	25.0	44	35.7	14	26.3	38	28.8	52	40.8	120	40.4	94	40.7	214	28.6	14	37.9	280
	71-2	21.4	56	26.3	19	25.0	72	25.3	91	36.3	179	42.7	234	40.0	413	33.3	15	37.2	519

APPENDIX II

II. PART-TIME WOMEN FACULTY IN NEW JERSEY COLLEGES AND UNIVERSITIES

a) Public 4-year State affiliated Colleges and Universities and State Colleges

Name	Year	STATE-AFFILIATED COLLEGES AND UNIVERSITIES														TOTAL FACULTY	
		Adj. Prof.		Adj. Assoc.		Adj. Ass't.		Adj. Inst.		Adj. Lect.		Other Faculty		TOTAL PART-TIME		TOTAL FULL-TIME			
		%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.
Rutgers-New Bruns.	70-1															21.7	1724	21.7	1724
	71-2																		
Rutgers-Newark	70-1															21.8	266	21.8	266
	71-2																		
Rutgers-Camden	70-1															23.3	116	23.3	116
	71-2																		
RUTGERS TOTALS	70-1															21.5	2136	21.5	2136
	71-2																		
Newark Coll. Engineering	70-1																		
	71-2																		
College of Medicine	70-1											20.0	A10			6.8	265	7.3	275
	71-2																		
STATE COLLEGES																			
Glassboro State	70-1																		
	71-2																		
Jersey City State	70-1											26.0	B106	26.0	106	32.9	307	30.7	453
	71-2											26.8	B153	26.8	153	33.3	309	31.2	462
Montclair State	70-1															32.7	364	32.7	364
	71-2															30.3	409	30.3	409
Newark State	70-1											29.9	B311	29.9	311	29.4	401	29.6	712
	71-2											33.3	B336	33.3	336	35.4	356	34.4	692
William Paterson S.	70-1																		
	71-2															34.1	349	34.1	349
Ramapo	70-1																		
	71-2																		
Stockton State	70-1																		
	71-2		100	1	100									100	2	11.7	60	14.5	62
Trenton State	70-1															27.5	346	27.5	346
	71-2											17.2	A29			26.9	401	26.0	430
STATE COL-LEGE TOTALS	70-1											26.5	467	28.7	457	30.5	1676	30.1	1875
	71-2		100	1	100	1						30.5	518	31.6	491	31.2	1866	31.1	2404
TOTAL 4-YR. PUBLIC	70-1											26.5	467	28.7	457	26.8	1683	27.2	2150
N.J. PUBLIC	71-2		100	1	100	1						30.5	518	31.6	491	26.0	1020	26.6	4540

A "Visiting Professor, etc." Full-time/part-time not noted; hence added in final totals only.

B Adjunct faculty unranked.

APPENDIX II - continued

PART-TIME WOMEN FACULTY

b) Independent/Private 4-year Colleges and Universities and Theological Colleges

PRIVATE 4-YEAR COLLEGES AND UNIVERSITIES

Name	Year	Adjunct Prof. %	Adjunct Prof. No.	Adjunct Associate %	Adjunct Associate No.	Adjunct Assistant %	Adjunct Assistant No.	Adjunct Instruct. %	Adjunct Instruct. No.	Adjunct Lecturer %	Adjunct Lecturer No.	Other Faculty %	Other Faculty No.	TOTAL PART-TIME %	TOTAL PART-TIME No.	TOTAL FULL-TIME %	TOTAL FULL-TIME No.	TOTAL FACULTY %	TOTAL FACULTY No.
Bloomfield	70-1									21.9	32			21.9	32	23.9	67	23.3	99
College	71-2									32.4	34			32.4	34	26.9	67	28.7	101
Caldwell	70-1															84.2	57	84.2	57
Col. of St. Elizb.	71-2															88.5	52	88.5	52
Don Bosco	70-1																		
College	71-2																		
Drew Univer-	70-1																		
sity	71-2																		
Fairleigh	70-1	0.0	8	0.0	4	25.0	4	100	1			23.1	A13	11.8	17	23.4	492	23.0	522
Dickinson	71-2	10.0	10	20.0	5	25.0	4	50.0	2			29.4	A17	19.0	21	22.1	512	22.2	550
Felician	70-1																		
College	71-2																		
Georgian Ct.	70-1											1.6	A127			20.0	27	1.3	154
Inst. Ad. Study	71-2											4.6	A131			0.0	27	3.8	158
Monmouth	70-1									27.0	100			27.0	100	21.4	201	23.3	301
College	71-2									26.4	87			26.4	87	21.7	205	23.1	292
Princeton	70-1											13.5	B37	13.4	37	4.0	628	4.5	665
Univ.	71-2											37.1	B35	37.1	35	5.7	616	7.4	651
Rider	70-1	0.0	1	33.3	3	17.6	17	10.0	30	12.5	24			13.3	75	20.3	187	18.3	262
College	71-2	0.0	1	25.0	4	28.6	21	16.1	31	4.8	21			16.7	78	17.9	196	17.5	274
St. Peter's	70-1	14.3	7	0.0	11	8.7	46	7.9	76	7.7	26			7.8	166	8.0	138	7.9	304
College	71-2	12.5	8	0.0	11	6.0	50	8.6	81	8.7	23			7.5	173	7.6	144	7.6	317
Seton Hall	70-1	11.1	9	0.0	6	0.0	18	24.7	73	17.6	85			17.8	191	20.0	324	19.0	515
Univ.	71-2	6.0	9	0.0	8	3.8	27	24.3	70	14.7	109			15.2	223	20.9	321	18.6	544
Stevens	70-1																		
Inst.	71-2																		
Ursala	70-1									47.7	44			47.7	44	18.4	98	27.5	142
College	71-2									37.1	35			37.1	35	21.1	95	25.4	130
Westminster	70-1																		
Choir	71-2																		
TOTAL 4-YR	70-1	8.0	25	4.2	24	9.4	85	15.6	180	20.1	311	5.6	177	18.0	662	17.0	2219	16.6	3021
PRIVATES	71-2	7.1	28	7.1	28	10.8	102	16.3	184	21.4	309	13.1	183	18.1	686	17.4	2233	17.1	3067

A "Visiting Professor, etc." Full-time/part-time not noted; added in final totals only.

B Unranked adjuncts.

APPENDIX II - continued

PART-TIME WOMEN FACULTY

b) Independent/ Private 4 year Colleges and Universities and Theological Colleges

THEOLOGICAL COLLEGES

Name	Year	Adjunct Prof. %	Adjunct Prof. No.	Adjunct Associate %	Adjunct Associate No.	Adjunct Assistant %	Adjunct Assistant No.	Adjunct Instruct. %	Adjunct Instruct. No.	Adjunct Lecturer %	Adjunct Lecturer No.	Other Faculty %	Other Faculty No.	TOTAL PART-TIME %	TOTAL PART-TIME No.	TOTAL FULL-TIME %	TOTAL FULL-TIME No.	TOTAL FACULTY %	TOTAL FACULTY No.
New Brunswick Theological	70-1																		
	71-2																		
Princeton Theolo. Sem	70-1											20.0	A5			8.3	36	9.8	41
	71-2											25.5	A4			8.3	36	9.8	40
TOTAL 4-YR & THEOL.	70-1	6.0	25	4.2	24	9.4	85	15.6	180	20.1	311	6.0	182	18.0	662	16.9	2255	16.3	3062
	71-2	7.1	28	7.1	26	10.8	102	16.3	184	21.4	309	13.4	187	18.0	686	17.4	2249	17.0	3107

A "Visiting Professors, etc." Full-time/part-time not noted; added in final totals only.

APPENDIX II - continued

PART-TIME NO. IN FACULTY

c) Public 2-year Community Colleges

Name	Year	Adjunct Prof. %	Adjunct Prof. No.	Adjunct Associate %	Adjunct Associate No.	Adjunct Assistant %	Adjunct Assistant No.	Adjunct Instruct. %	Adjunct Instruct. No.	Adjunct Lecturer %	Adjunct Lecturer No.	Other Faculty %	Other Faculty No.	TOTAL PART-TIME %	TOTAL PART-TIME No.	TOTAL FULL-TIME %	TOTAL FULL-TIME No.	TOTAL FACULTY %	TOTAL FACULTY No.
Atlantic	70-1																		
Com. Col	71-2																		
Bergen Com.	70-1																		
College	71-2									33.6	107			33.6	107	37.2	113	35.5	220
Brookdale	70-1									25.8	97			25.8	97	43.0	135	35.8	232
Com. Col.	71-2																		
Burlington	70-1																		
Com. Col.	71-2																		
Cape May County	70-1																		
Col.	71-2																		
Cumberland	70-1																		
Com. Col.	71-2																		
Essex	70-1																		
County Col.	71-2																		
Gloucester	70-1																		
County Col.	71-2									5.9	17			5.9	17	31.5	54	25.4	71
Mercer Co.	70-1									29.4	34			29.4	34	28.6	34	28.7	106
Com. Col.	71-2																		
Middlesex	70-1																		
Co. Col.	71-2															36.2	76	36.2	76
Co. College	70-1							15.0	113					15.0	113	32.8	174	25.8	287
of Morris	71-2																		
Ocean Co.	70-1																		
College	71-2																		
Passaic Co.	70-1																		
Com. Col.	71-2																		
Somerset	70-1																		
Co. Col.	71-2																		
Union	70-1																		
College	71-2																		
TOTAL 2-YR	70-1											39.7	A121			31.8	88	36.4	209
COMMUNITY	71-2									29.8	124			29.8	124	35.0	246	33.2	367
								15.0	113	26.7	131	39.7	121	21.3	244	24.8	471	31.6	836

A "Visiting Professor, etc." Full-time/part-time not noted; hence added in final totals only.

APPENDIX II - continued

PART-TIME WOMEN FACULTY

d) Independent/Private 2-Year Colleges

Name	Year	Adjunct Prof. %	Adjunct Prof. no.	Adjunct Associate %	Adjunct Associate No.	Adjunct Assistant %	Adjunct Assistant No.	Adjunct Instruct. %	Adjunct Instruct. No.	Adjunct Lecturer %	Adjunct Lecturer No.	Other Faculty %	Other Faculty No.	TOTAL PART-TIME %	TOTAL PART-TIME No.	TOTAL FULL-TIME %	TOTAL FULL-TIME No.	TOTAL FACULTY %	TOTAL FACULTY No.
Alphonsus College	70-1																		
	71-2																		
Assumption College	70-1											100	A8			100	3	100	11
	71-2											100	A8			100	3	100	11
Centenary College	70-1																		
	71-2																		
Englewood Cliffs Col.	70-1															52.6	19	52.6	19
	71-2															60.7	28	60.7	28
Fairleigh Dickinson College	70-1									41.7	24			41.7	24	53.3	15	46.2	39
	71-2									57.9	19			57.9	19	52.9	17	55.6	36
Walsh College	70-1																		
	71-2																		
TOTAL 2-YEAR PRIVATE	70-1									41.7	24	100	8	41.7	24	56.8	37	56.5	69
	71-2									57.9	19	100	8	57.9	19	60.5	18	63.2	79
TOTAL N.J. 2-YR COL.	70-1									31.8	148	100	8	31.8	148	37.9	280	36.9	436
	71-2							15.0	113	30.7	150	43.0	29	24.0	263	37.2	519	34.2	912

A "Visiting Professor, etc." Full-time/Part-time not noted; hence added in final totals only.

APPENDIX III

III. WOMEN ADMINISTRATORS AND MEMBERS OF BOARDS OF TRUSTEES IN NEW JERSEY

a) Public 4 Year State-Affiliated Colleges and Universities and State Colleges

State-Affiliated Colleges and Universities

Name	Year	President %	President No.	Vice President %	Vice President No.	Assistant to Pres. %	Assistant to Pres. No.	Dean of Schools %	Dean of Schools No.	Dean of Students %	Dean of Students No.	Other Deans %	Other Deans No.	Other* Adminis. %	Other* Adminis. No.	TOTAL Admin. %	TOTAL Admin. No.	Trustees %	Trustees No.
Rutgers-New Bruns	Statistics not available																		
Rutgers-Newark	Statistics not available																		
Rutgers-Camden	Statistics not available																		
Rutgers total for both years: 1 male president																0.0	1		
New'k Coll. of Engineering:	No Data Submitted									No Data Submitted				No Data Submitted					
N.J. Coll Med. & Dent. -2	70-1	0.0	1			0.0	1	0.0	3			0.0	10	0.0	7	0.0	22	10.0	10
	Statistics not available																		

State Colleges

Glassboro	No Data Submitted					No Data Submitted						No Data Submitted							
Jersey City State	70-1	0.0	1	0.0	1			0.0	2	0.0	1			13.6	22	11.1	27	22.2	9
	71-2	0.0	1	0.0	1			0.0	2	0.0	1			13.6	22	11.1	27	22.9	9
Montclair State	70-1	0.0	1	0.0	3	0.0	1	0.0	6	0.0	1			43.3	30	31.0	42	22.9	9
	71-2	0.0	1	0.0	3	0.0	1	0.0	6	0.0	1			41.4	29	29.3	41	22.9	9
Newark State	70-1	0.0	1	0.0	2	0.0	1	33.3	3	0.0	1			42.9	77	40.0	85	22.2	9
	71-2	0.0	1	0.0	2	0.0	1	0.0	3	0.0	1			44.7	76	44.7	76	22.2	9
Paterson State	70-1	0.0	1	0.0	2			0.0	3	0.0	1			5.6	18	4.0	25	25.0.	9
	71-2	0.0	1	0.0	2			0.0	3	0.0	1			34.8	46	30.2	53	33.3	9
Ramapo	No Data Submitted					No Date Submitted						No Data Submitted							
Stockton State	70-1	0.0	1	0.0	2					0.0	1	0.0	1	37.5	8	23.1	13	22.2	9
	71-2	0.0	1	0.0	3							0.0	1	28.6	21	23.1	26	22.2	9
Trenton State	70-1	0.0	1	0.0	2	0.0	2	33.3	3	0.0	1	0.0	1	10.0	31	10.3	39	33.3	9
	71-2	0.0	1	0.0	2	0.0	2	33.3	3	0.0	1	0.0	3	13.9	36	12.5	48	33.3	9
STATE COLL. TOTALS	70-1	0.0	6	0.0	12	0.0	2	11.8	17	0.0	6	0.0	2	30.1	186	25.1	231	24.5	53
	71-2	0.0	6	0.0	13	0.0	4	5.9	17	0.0	5	0.0	4	33.0	230	25.4	279	25.9	54
TOTAL NJ PUBLIC	70-1	0.0	7	0.0	12	0.0	3	10.0	20	0.0	6	0.0	12	29.0	193	22.9	253	22.2	63
	71-2	0.0	7	0.0	13	0.0	4	5.9	17	0.0	5	0.0	4	33.0	230	25.4	279	25.9	54
TOTAL 4 YR. U.S. (AAUW Sample, 1970	67-70	3.0	184	0.0	123			8.0	178	9.0	178	11.0	121						

*- Breakdown of "Other Administrators is given in "Supplementary Chart at end of this Appendix

APPENDIX III continued. Women Administrators and Board Members

b) Independent/Private 4 Year Colleges, Universities and Theological Seminaries

Name	Year	President %	President No.	Vice President %	Vice President No.	Assistant President %	Assistant President No.	Dean of Schools %	Dean of Schools No.	Other Deans %	Other Deans No.	Dean Students %	Dean Students No.	Other* Admin %	Other* Admin No.	TOTAL Admin. %	TOTAL Admin. No.	Trustees %	Trustees No.
Bloomf'd	70-1	0.0	1	0.0	1			0.0	1	100.	1	0.0	1	71.4	7	50.0	12	10.7	28
Coll.	71-2	0.0	1	0.0.	1			0.0	1	100.	1	0.0	1	71.4	7	50.0	12	10.7	28
Caldwell	No Data Submitted					No Data Submitted						No Data Submitted							
St. Eliz.	70-1	100.	1					100	1	100.	1	100.	1	100.	1	100	5	73.3	15
Coll.	71-2	100.	1					100	1	100	1	100.	1	100.	1	100	5	73.3	15
Don Bosco	No Data Submitted					No Data Submitted						No Data Submitted							
Drew University						No Data Submitted						No Data Submitted							
Fairleigh	70-1	0.0	1	6.0.	5	33.3	3	0.0	6	0.0	3	0.0	3	31.0	71	25.0	92	12.5	8
Dickinson	71-2	0.0	1	0.0	3	25.0	4	16.7	6	0.0	3	0.0	3	29.5	78	25.5	98	12.5	8
Felician	No Data Submitted					No Data Submitted						No Data Submitted							
Georgian Court						No Data Submitted						No Data Submitted							
Inst. Adv.	70-1	0.0	1											0.0	2	0.0	3	0.0	15
Studies	71-2	0.0.	1											0.0	2	0.0	3	0.0	15
Monmouth	70-1	0.0	1	0.0	3	0.0	1			20.0	5	0.0	1	22.6	53	20.3	64	Not Given	
College	71-2	0.0	1	0.0	2	0.0	1			20.0	5	0.0	1	22.0	59	20.3	69	Not Given	
Princeton	70-1			Not Given for 1970-71															
University	71-2	0.0	1	0.0	3			0.0	9	16.7	12	0.0	1	27.5	280	25.8	306	--	--
Rider	70-1	0.0	1	0.0	2			0.0	4	33.3	6	0.0	1	33.3	3	17.6	17	5.3	19
College	71-2	0.0	1	0.0	2	0.0	1	0.0	4	33.3	6	0.0	1	33.3	3	16.7	18	14.3	21
St. Peter's	70-1	0.0	1	0.0	2	0.0	1	0.0	2	100.0	6	100.	1	55.6	18	35.5	31	0.0	15
College	71-2	0.0	1	0.0	2	0.0	1	0.0	2	0.0	6	100	1	50.0	20	33.3	33	0.0	16
Seton Hall	70-1	0.0	1	0.0	3	0.0	3	16.7	6	40.0	5	33.3	3	18.5	27	18.7	48	5.0	20
University	71-2	0.0	1	0.0	3	0.0	3	16.7	6	40.0	5	33.3	3	20.7	29	20.0	50	5.3	19
Stevens Institute						No Data Submitted						No Data Submitted							
Upsala	70-1	0.0	1	0.0	1	50.	2	0.0	1			0.0	1	25.0	24	23.3	30	4.2	24
College	71-2	0.0	1	0.0	1	50.	2	0.0	1			0.0	1	28.0	25	25.8	31	4.2	24
Westminster Choir College						No Data Submitted						No Data Submitted							
TOTAL 4 YR.	70-1	11.1	9	0.0	17	20.0	10	8.7	23	25.9	27	25.0	12	30.1	206	25.5	302	12.5	144
Private	71-2	10.0	10	0.0	17	16.7	12	10.3	30	23.1	39	23.1	13	28.4	504	25.8	625	13.7	146
THEOLOGICAL SEMINARIES																			
New Brunswick Theological Seminary						No Data Submitted						No Data Submitted							
Princeton Sem0	70-1	0.0	1											50.	2	33.3	3	5.6	36
	71-2	0.0	1											50.	2	33.3	3	5.6	36
Total 4 Yr.	70-1	10.0	10	0.0	17	20.0	10	8.7	23	25.9	27	25.0	12	30.1	208	25.6	305	11.1	108
& Theo.	71-2	9.1	11	0.0	17	16.7	12	10.3	30	23.1	39	23.1	13	28.5	506	25.8	628	12.1	182

WOMEN ADMINISTRATORS AND BOARD MEMBERS (continued)

c) Public 2 Year Community Colleges

Name	Year	President %	President No.	Vice President %	Vice President No.	Assistant President %	Assistant President No.	Dean of Schools %	Dean of Schools No.	Other Deans %	Other Deans No.	Dean of Students %	Dean of Students No.	Other* Admin. %	Other* Admin. No.	TOTAL %	TOTAL No.	Trustees %	Trustees No.
Atlantic		No Data Submitted						No Data Submitted						No Data Submitted					
Bergen	70-1	0.0	1					0.0	1	66.7	3	100	1	0.0	2	25.0	8	0.0	9
Comm.	71-2	0.0	1					0.0	1	50.0	4	100	1	0.0	2	22.2	9	0.0	9
Brookdale		No Data Submitted						No Data Submitted						No Data Submitted					
Burlington		No Data Submitted						No Data Submitted						No Data Submitted					
Camden		No Data Submitted						No Data Submitted						No Data Submitted					
Cumberland		No Data Submitted						No Data Submitted						No Data Submitted					
Essex		No Data Submitted						No Data Submitted						No Data Submitted					
Gloucester	70-1	0.0	1					0.0	1	0.0	2			42.9	7	27.3	11	0.0	9
County	71-2	0.0	1					0.0	1	0.0	2			42.9	7	27.3	11	0.0	9
Mercer		No Data Submitted						No Data Submitted						No Data Submitted					
Middlesex	70-1	0.0	1							0.0	3	0.0	1	20.0	10	10.3	15	11.1	9
County	71-2	0.0	1							0.0	3	0.0	1	20.0	10	10.3	15	11.1	9
Morris		No Data Submitted						No Data Submitted						No Data Submitted					
Ocean		No Data Submitted						No Data Submitted						No Data Submitted					
Passaic		No Data Submitted						No Data Submitted						No Data Submitted					
Somerset		No Data Submitted						No Data Submitted						No Data Submitted					
Union	70-1			Not Available						Not Available						Not Available			
College	71-2	0.0	1	0.0	2			0.0	1			0.0	1	23.3	43	26.8	43	3.7	27
TOTAL 2 YR	70-1	0.0	3					0.0	2	25.0	8	0.0	2	26.3	19	20.6	34	3.7	27
Colleges	71-2	0.0	4	0.0	2			0.0	3	22.2	9	0.0	3	24.2	62	20.5	83	1.9	54

d) Independent/Private Two Year Colleges

Alphonsus		No Data Submitted						No Data Submitted						No Data Submitted					
Assumption	70-1	100	1									100.	1	100.	1				
College	71-2	100	1									100.	1	100.	1				
Centenary		No Data Submitted						No Data Submitted						No Data Submitted					
Englewood	70-1	100	1							0.0	1	50.	2	100	5	77.8	9	33.3	12
Cliffs	71-2	100	1							33.3	3	--	-	100	6	80.0	10	40.0	15
Tombrock	70-1	100	1	100	1					100	1	100	1	75.0	4	87.5	8	85.7	7
College	71-2	100	1	100	1					100	1	100	1	75.0	4	87.5	8	85.7	7
Walsh		No Data Submitted						No Data Submitted						No Data Submitted					
Total 2 Yr.	70-1	100	3	100	1					50.	2	75.5	4	90.0	10	85.0	20	52.6	19
Private	71-2	100.	3	100	1					50	4	100.	2	90.9	11	85.7	21	45.5	22
Total NJ	70-1	50.0	6	100	1			0.0	2	30.0	10	50.	6	48.3	29	44.4	54	23.9	46
2 Yr. Col.	71-2	42.9	7	33.3	3			0.0	3	30.8	13	40.	5	34.2	73	33.7	108	15.8	76

Supplementary Chart of "Other Administrators"

Name	Year	Admin. Assist. %	no.	Operat. Manager %	no.	Director %	no.	Sub-Director %	no.	Registrar %	no.	Other Registr. %	no.	Supervisor %	no.	Counsellor %	no.	Librarian %	no.	Other %	no.
College of Medicine	70-1					0.6	5			0.0	1										
	71-2	not available																			
Jersey City State Col.	70-1	0.0	1			13.3	15	0.0	3	0.0	1	100	1	0.0	1						
	71-2	0.0	1			13.3	15	0.0	3	0.0	1	100	1	0.0	1						
Montclair State Coll.	70-1	0.0	3			55.6	9	100	2	0.0	1	0.0	1	33.3	9	60.0	5				
	71-2	0.0	3			44.4	9	100	2			0.0	1	33.3	9	60.0	5				
Newark State Coll.	70-1	33.3	3	0.0	1	12.9	24	100	1	0.0	1			59.6	47						
	71-2	50.0	4	0.0	1	17.4	23	50.0	2	0.0	1			60.0	45						
Richard Stockton St.	70-1	0.0	1			25.5	4	66.7	8												
	71-2	0.0	2			0.0	8	37.5	8			100	1					100	2		
Trenton State Coll.	70-1	20.0	10			10.1	11	0.0	8	0.0	1									0.0	E1
	71-2	30.1	13			8.9	12	0.0	8	0.0	1	0.0	1							0.0	E 1
William Paterson St.	70-1	33.3	3			0.0	11			0.0	1	0.0	1	0.0	2						
	71-2	28.5	7			23.5	17	100	1	0.0	1	50.0	8	0.0	2						
Bloomfield College	70-1	100	4	0.0	1					0.0	1	100	1								
	71-2	100	4	0.0	1					0.0	1	100	1								
College of St Elizabeth	70-1									100	1										
	71-2									100	1										
Fairleigh Dickinson	70-1	28.5	7	0.0	5	17.1	35	50.0	6	0.0	1					44.4	9			87.5	F8
	71-2	33.3	6	0.0	6	17.9	39	33.3	9	0.0	1					44.4	9			87.5	F8
Institute of Advanced Study	70-1			0.0	2																
	71-2			0.0	2																
Monmouth College	70-1	28.6	14			10.0	20	12.5	8	0.0	1	100	1					44.4	9		
	71-2	29.4	17	0.0	1	9.5	21	11.1	9	0.0	1	100	1					44.4	9		
Princeton University	70-1	not submitted																			
	71-2	45.7	162	0.0	3	0.0	59	0.0	23	0.0	1	0.0	1	9.0	31						
Rider College	70-1	100	1							0.0	1	0.0	1								
	71-2	100	1							0.0	1	0.0	1								
St. Peter's College	70-1					0.0	C2			0.0	1	0.0	1			25.0	4	87.5	8	100	G 2
	71-2			0.0	1	33.3	C3			0.0	1	0.0	1			25.0	4	75.0	8	100	G 2
Seton Hall University	70-1	50.0	2	0.0	1	10.6	19	0.0	2	100	1	50.0	2								
	71-2	50.0	2	0.0	1	10.0	20	0.0	2	100	1	50.0	2								
Upsala College	70-1	50.0	4	0.0	1	18.1	11	50.0	2	0.0	1									100	H1
	71-2	50.0	4	0.0	1	25.0	12	50.0	2	0.0	1									0.0	J 3
Princeton Theological Sem.	70-1									0.0	1									0.0	J3
	71-2									0.0	1									100	K 1
																				100	K 1

Supplementary Chart of "Other Administrators"

Name	Year	Admin. Assist. %	no.	Operst. Manager %	no.	Director %	no.	Sub Director %	no.	Regis-trar %	no.	Other Registr. %	no.	Super-visor %	no.	Coun-sellor %	no.	Librar-ian %	no.	Other %	no.
Bergen Com.	70-1					0.0	D1													X0.0	I1
College	71-2					0.0	D1													0.0	I 1
Gloucester	70-1	100	1			25.0	4			0.0	1	100	1								
Co. Col.	71-2	100	1			25.0	4			0.0	1	100	1								
Middlesex	70-1	100	1			12.5	8			0.0	1										
Co. Col.	71-2	100	1			12.5	8			0.0	1										
Union	70-1	not submitted																			
College	71-2	0.0	2			22.5	40			100	1										
Assumption	70-1									100	1										
College	71-2									100	1										
Englewood	70-1					100	1			100	1	100	1					100	1	100	L1
Cliffs Col.	71-2					100	2			100	1	100	1					100	1	100	L1
Tombrock	70-1			0.0	1	100	C1			100	1							100	1		
College	71-2			0.0	1	100	C1			100	1							100	1		

C Director of Admissions.
D Director of Admissions and Registration.
E Associate Professor (Commuter Center).
F Includes: Registration Officer, 100% of 2; Bursar, 66.7% of 3; Recorder, 100% of 3 -- all for both years.
G Health Services.
H Executive Dean.
I Business Administrator.
J Unspecified.
K Public Relations Director.
L Treasurer.

The source of all data for women on faculties, administrations, and boards of trustees is the responses of the administrations of the institutions themselves to the questionnaire of Committee W, New Jersey State Conference, American Association of University Professors, except for Rutgers-The State University, where the source is the local Committee on the Status of Women.

APPENDIX IV

SURVEY OF F. . . REPRESENTATION IN COLLEGE CO. . ITTEES 1971-72

College	No. Comm. with women/ total No. comm.	Total No. women on comm./ total No. men	% of women on faculty	av. % of women on comm.	% range	No. faculty women comm. chairmen
Bergen Community	17/20	63/135	43.0%	32%	0-70%	6
Bloomfield	9/10	19/73	26.9%	22%	0-50%	1
Englewood Cliffs	7/7	31/18	60.7%	60%	16-87%	5
Fairleigh Dickinson			22.1%			
Madison[1]	4/5	18/112		13%	0-20%	0
Rutherford[2]	4/ 8	17/125		17%	0-58%	3
Teaneck[3]	4/8	47/228		11%	0-33%	2
Business	1/2	1/11		8.5%	0-17%	0
Education	2/2	6/9		38.5%	33-44%	1
Science & Eng.	1/2	1/12		7%	0-14%	0
Dentistry	1/3	1/27		4%	0-11%	0
University	6/7	37/162		20%	0-38%	0
Gloucester County	13/13	37/103	28.4%	25.7%	9-55%	0
Jersey City State	10/12	16/32	33.3%	33%	0-75%	1
Middlesex County (1970-71 data)	11/11	32/45	34.2%	39%	20-57%	no data
Monmouth College	7/10	11/48	21.7%	15.7%	0-50%	0
Montclair State	4/4	29/45	30.3%	34.5%	31-41%	no data
Newark State	10/11	25/39	37.4%	31%	0-58%	1
Princeton	5/11	5/79	5.7%	5.4%	0-16.7%	no data
Rider	7/14	11/72	17.9%	12.4%	0-43%	2
Rutgers University						
Rutgers College	23/32	40/213	21.7%	16%	0-100%	no data
University College	12/14	17/99	26.4%	17%	0-40%	"
Newark A & S	10/12	19/76	21.8%	22%	0-50%	"
Pharmacy	6/10	10/40		19%	0-50%	"
Douglass	30/30	118/86		55%	11-100%	"
Livingston	9/10	26/62		28.4%	0-72.4%	"
Inst. of Microbiology	4/5	5/34		15%	0-29%	"
Grad/Sch./Library	8/8	22/25		[illegible]	33-66.7%	"
Camden-Law	3/9	3/35	7.7%	6.8%	0-33%	"
Newark-Law	5/11	6/41		10%	0-40%	"
Graduate School	5/6	6/68	20.9%	7%	0-11%	"
Univ. Extension Div.	12/12	19/82		19.5%	11.1%-25%	"
Grad/Sch/Education	9/10	21/85		19.2%	0-40%	"
Univ. Libraries	4/4	13/13		46%	25-77%	"
Saint Elizabeth	7/7	46/9	88.5%	86%	56-100%	5
Saint Peter's	23/41	45/359	7.6%	10%	0-41%	no data
Seton Hall			20.9%			
Education	7/9	11/49		17.8%	0-40%	1
Business	no women					
Nursing	all women					
Arts and Science	1/3	1/14		5.5%	0-16.6%	0
University	6/7	10/63		15.6%	0-22.2%	0
Univ. Senate	8/12	16/83		16.7%	0-42.8%	0
Union College	10/12	24/62	31.8%	31.6%	[illegible]-100%	3
Trenton	4/6	4/33	21.1%	10%	0-20%	1
William Paterson	6/7	22/67	34.1%	24%	0-50%	2

[1] Includes dept. personnel comm. for 13 dept; counts as 1 comm. with 13 chairmen
[2] Includes dept. personnel comm. for 11 dept; counts as 1 comm. with 11 chairmen
[3] Includes dept. personnel comm. for 18 dept; counts as 1 comm. with 18 chairmen